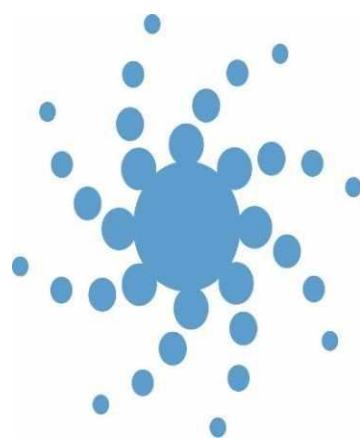




New Horizons
Children's Academy

Anti-Bullying Policy

Belong, Aspire, Achieve

Date of Policy: September 2026

Review Date: September 2027

Statement of intent

New Horizons Children's Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. If bullying does occur, all children (and adults) should know who to tell and know that incidents will be dealt with promptly and effectively. Any child who is a victim of bullying will be supported.

Aims

To prevent and deal with any behaviour deemed as bullying or harassment, and to promote an ethos where bullying and harassment are viewed as completely unacceptable, we, as a school, aim to:

- Provide a safe, supportive and inclusive environment where all pupils are treated with respect, kindness and responsibility.
- Prevent bullying and ensure pupils understand what bullying is and how to seek help.
- Encourage all pupils to report concerns and provide regular opportunities for them to share their views.
- Ensure all staff and pupils understand their responsibilities in preventing and responding to bullying.
- Respond to all concerns promptly, consistently and effectively, providing support for those affected.
- Work in partnership with parents and carers when bullying concerns arise.
- Monitor, record and analyse bullying incidents to identify patterns and strengthen preventative practice.

What is bullying?

Bullying is any behaviour that is intended to hurt, is repeated and where there is an imbalance of power. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone

Attacking property – such as damaging, stealing or hiding someone's possessions

Emotional/psychological – such as deliberately excluding or ignoring people, causing humiliation, tormenting

Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone

Cyber – bullying by text message, bullying on the internet (in chat rooms and through instant messaging services) hate websites, misuse of camera and video facilities

Bullying related to protected characteristics

- Relating to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disabilities (SEND)
- Bullying related to sexual orientation (homophobic/biphobia bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the equality Act)

Repeated harassment – repeated behaviour that is meant to or has the effect of creating an intimidating, hostile, degrading, humiliating or offensive environment and may be connected to a protected characteristic

No form of bullying will be tolerated and all incidents will be taken seriously.

Prevention of bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and staff are vigilant for signs of bullying and harassment and will always take reports of harassment and bullying seriously. To minimise the risk of harassment or bullying, at New Horizons Children's Academy we prevent bullying by:

- Ensuring all pupils understand and uphold the anti-bullying policy through a child-friendly anti-bullying policy (Appendix 1).
- Providing pupils with strategies to recognise bullying behaviour, encouraging them to define behaviour in terms of rude, mean, or bullying behaviour. (Appendix 2)
- Using PSHE lessons and class discussion to develop pupils understanding of different types of bullying and what they can do to respond to and prevent bullying.
- Raising pupils' awareness of bullying and derogatory language through assemblies, PSHE and individual discussion.
- Celebrating difference and diversity across the school through displays, books and images.
- Participating as a school in some national events such as Anti-bullying week and Black history month.
- Encouraging staff and pupils to challenge stereotypes across the school
- Providing support to targets of bullying and those who show bullying behaviour
- Raising awareness of online bullying through regular e-safety lessons

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it

can affect pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Reporting bullying

Pupils who are being bullied:

If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school. Pupils can:

- Report to a teacher – their class teacher, or any other teacher or any other adult member of staff such as midday meals supervisors
- Tell a friend who in turn can help them tell a teacher or staff member
- Tell an adult at home
- Call Childline to speak with someone in confidence on 0800 1111

All staff and pupils are committed to taking action regarding any instances of bullying.

Roles and Responsibilities

Staff: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and follow the correct procedures.

Senior leadership team: The senior leadership team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. The senior leadership team will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

Parents and Carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, by phoning or emailing the school office. Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

Pupils: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to bullying

When bullying has been reported, staff will:

- Investigate the reported incidents, discussing them with all children involved.

- Keep records of this investigation (pupil statements, own notes etc.) and use them as the basis for next steps.
- Discuss the incident with senior staff to determine an appropriate course of action.
- Ensure that the incident is correctly recorded and reported, giving reasons for decisions made. Any safeguarding concerns arising from bullying will be managed through safeguarding procedures and recorded appropriately.

When bullying has been determined, staff will:

- Offer support to the target of the bullying in discussion with the pupil's class teacher.
- Meet with the target of the bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Pro-actively respond to the bully who may require support. They will discuss with the child's class teacher to devise a plan of action. (Appendix 3)
- Inform parents or carers and where necessary involve them in any plans of action.
- Ensure any actions taken are recorded centrally on Arbor so that the information is available to the Headteacher and can be reported to the AAB and RGB. Any safeguarding concerns arising from bullying will be managed through safeguarding procedures and recorded appropriately.
- The Headteacher will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

Appendix 1: Anti-bullying policy for pupils



NEW HORIZONS CHILDREN'S ACADEMY

ANTI-BULLYING POLICY FOR PUPILS

New Horizons Children's Academy is a caring, friendly school. We do not agree with bullying and we think that everyone has a right to feel safe and happy in school.

NO ONE DESERVES TO BE BULLIED!

WHAT IS BULLYING?

Bullying is when someone feels verbally, physically, or mentally threatened or hurt.
 Several Times On Purpose

BULLYING CAN BE:



VERBAL



PHYSICAL

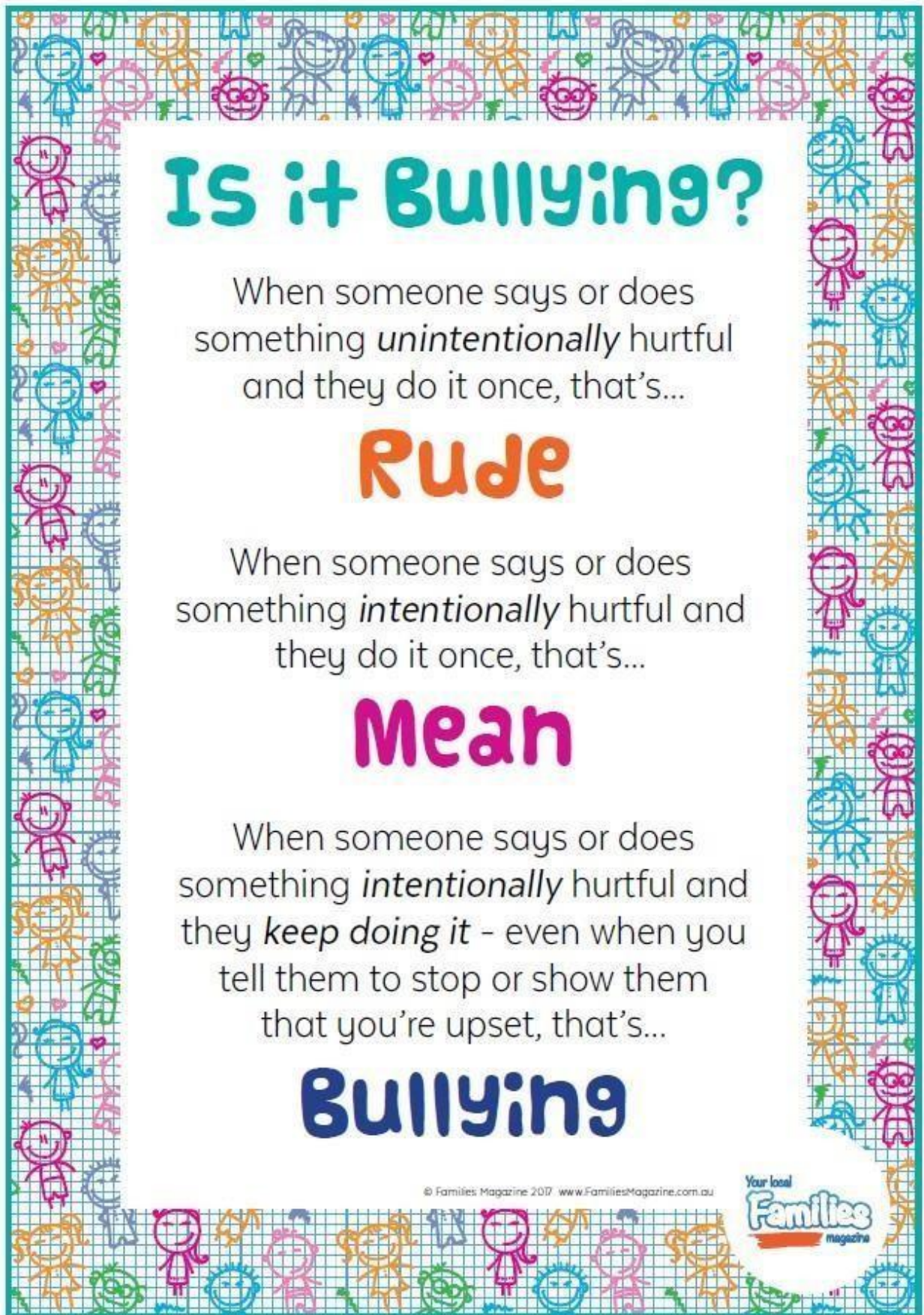


ONLINE

WHAT DO WE DO TO STOP BULLYING?

Children	School staff
- We follow the school rules. - We make sure we tell someone if they are being unkind. - We tell an adult straight away if we think someone has been unkind Several Times On Purpose. - We take part in lessons and assemblies about bullying. - We look after each other.	- We make sure children follow the school rules. - We talk to children about bullying and keeping themselves safe in lessons, assemblies and at break times. - We listen if a child tells us someone is bullying them. - We talk to other children and adults to find out more. - We make sure we tell parents if we think bullying is happening. - We decide what actions to take to make sure it doesn't happen again.

Appendix 2: Poster to support pupil's identifying bullying



Appendix 3: Guidance for sanctions and support plans

GUIDANCE FOR SANCTIONS AND SUPPORT PLANS

When an incident has taken place, a decision must be made and logged about whether the incident was bullying or not. If bullying is determined, the nature of the bullying should also be recorded.

Make sure the perpetrators are not just reprimanded/subjected to sanctions, but have a clear understanding of why their words/actions were both wrong and completely unacceptable.

For every type of bullying, sanctions or action plans should include steps to be taken to change the attitude and behaviour of the bully as well as ensuring access to any support that the victim or bully may need.

All sanctions or support plans should take account of the nature and severity of the bullying and the ages and understanding of the children involved.

For every type of bullying, it should be made clear to the pupil which main school rule has been broken. Acceptable behaviour should be reinforced. Pupils should be involved in agreeing next steps.